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Significant pay rises announced as the Warehouse Group reveals the 'Career Retailer Wage' details

In May 2013, the country's largest general merchandise retail group announced that by August 2014 it would introduce a Career Retailer Wage for team members that have completed the full training for their role and have worked 5,000 hours or more – that's slightly more than two years full time. The 'living wage' campaign data was used as a benchmark and the company has now finalised detailed implementation plans for the first stage of the initiative, beginning August 1, 2013, representing an initial investment of about \$3 million, with the second and final stage to be implemented in August, 2014.

The Warehouse Group CEO Mark Powell said that "today, the details of the first stage of the Career Retailer Wage are being communicated to the team members who benefit from the change." From August 1 this year, this first stage will give around 3,800 employees at The Warehouse Group as much as \$30 to \$65 more in their pay packets each week. Around 200 additional team members every quarter would thereafter qualify to move onto the rate. "By the end of this year, about 60% of all permanent team members across the group will be earning the Career Retailer Wage or higher" he said. "The second stage, in one year's time, will give a further significant pay increase to the full Career Retailer Wage level."

Mr Powell said the Career Retailer Wage was a key element of its strategy to make retail a more attractive career, alongside comprehensive training and a great workplace environment, where a person's full potential can be realised.

The extra pay will go to team members across all the Group's businesses, including The Warehouse, Warehouse Stationery and Noel Leeming, in towns and communities throughout the country.

“As well as making retail a more attractive career, as a major employer, we’re pleased that this positively impacts the wider community, as some of this extra pay will in turn benefit other businesses and the wider economy,” said Mr Powell. “It supports our belief that flourishing societies need flourishing businesses, and in turn flourishing businesses need flourishing societies – we truly value our team members and the communities we operate in and we feel we have a responsibility to take a lead, this is tangible evidence of our commitment to do this.”

For further information: Mark Powell, CEO, The Warehouse Group
C/- Gayle Theunissen, Executive Assistant,
Tel: 021 742784

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